

## Message Text

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ACTION AID-07

INFO OCT-01 ISO-00 /008 W  
-----104467 031609Z /45  
P 031446Z MAR 78  
FM AMEMBASSY TEGUCIGALPA  
TO SECSTATE WASHDC PRIORITY 9652

UNCLAS SECTION 1 OF 2 TEGUCIGALPA 1121

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EO 11652 N/A  
SUBJECT: OPT/PSCD -INTERVIEW OF IDI CANDIDATE PETER H DEINKEN

### PERSONAL INFORMATION

SUBJECT CANDIDATE WAS INTERVIEWED ON  
FEBRUARY 22 BY  
DONALD E ANDERSON, FSR 2, SENIOR ADVISOR TO THE MISSION  
DIRECTOR AND JAMES R CALLAWAY, FSR 3, CHIEF, OFFICE  
OF DEVELOPMENT ENGINEERING.  
CANDIDATE UNDERSTOOD THAT  
HE HAD APPLIED FOR IDI DEVELOPMENT ENGINEERING OPTION.  
SINCE INTERVIEW CABLE STATED URBAN DEVELOPMENT IDI, HE  
WAS INTERVIEWED FOR BOTH OPTIONS. FOLLOWING IS A COMBINED  
INTERVIEW RECORD, SINCE INTERVIEWERS WERE IN  
AGREEMENT IN ALL RESPECTS.

1. NAME OF CANDIDATE: PETER HERMAN DEINKEN
2. OCCUPATIONAL SPECIALTY FOR WHICH BEING CONSIDERED:

INTERNATIONAL DEVELOPMENT INTERN, ENGINEERING  
DEVELOPMENT OFFICER TRAINEE, OR URBAN DEVELOPMENT  
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OFFICER TRAINEE.

3. INTEREST IN DEVELOPMENT WORK AND A.I.D.'S  
PROGRAMS: CANDIDATE HAD DEVELOPED INTEREST IN  
LATIN AMERICAN CULTURE FROM HIS EARLY ENVIRONMENT  
IN NEW MEXICO. LATER, A COURSE IN CULTURAL  
ANTHROPOLOGY IN HIGH SCHOOL AND EXTRA CURRICULAR

ARCHEOLOGICAL PURSUITS ADDED TO THAT INTEREST.  
A POST-COLLEGE PERSONAL TOUR OF CENTRAL AMERICA  
ENDED IN HONDURAS. AS A RESULT OF PERSONAL CONTACTS  
AND DISCUSSIONS IN HONDURAS AS WELL AS HIS PERSONAL  
INTEREST IN URBAN PLANNING, PEACE CORPS MADE AN  
"INDIVIDUAL REQUEST" FOR HIM TO SERVE IN A POSITION  
WORKING ON REGIONAL DEVELOPMENT PLANS IN HONDURAS.  
HIS SUBSEQUENT WORK WITH PEACE CORPS IN URBAN PLANNING  
IN SMALL MUNICIPALITIES AND IN DESIGN OF MUNICIPAL  
PUBLIC WORKS PROJECTS FOLLOWING A DESTRUCTIVE  
HURRICANE, HEIGHTENED HIS INVOLVEMENT AND HIS COMMITMENT  
TO DEVELOPMENT WORK. HE IS BOTH KNOWLEDGEABLE  
ABOUT AND PERSONALLY IDENTIFIES WITH AID'S RURAL POOR  
ROLE AND DEVELOPMENT PHILOSOPHY. HIS WORK FOR THE  
LAST 1 1/2 YEARS AS A PSC ENGINEER WORKING ON

SMALL, RURAL COMMUNITY DEVELOPMENT PROJECTS  
(SDA), AND THE NUTRITION AND HEALTH PROJECTS  
HAS BROADENED HIS PERSPECTIVE AND HIS DEDICATION  
TO ASSISTANCE WORK.

IN SUMMARY, HIS INTEREST IN DEVELOPMENT WORK  
HAS GRADUALLY EVOLVED OVER MANY YEARS, STIMULATED  
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BY PERSONAL CURIOSITY AND REINFORCED BY SUCCESSIVE  
WORK EXPERIENCE IN HONDURAS.

4. MOTIVATION: THE CANDIDATE IS PRIMARILY  
MOTIVATED BY THE DESIRE TO HELP PEOPLE BOTH  
ON THE BASIS OF DIRECT AND CLOSE CONTACT WITH  
RURAL PEOPLE AS WELL AS THROUGH THE MECHANISM  
OF DEVELOPMENT PROGRAM WHICH ACCELERATE IMPROVEMENT  
OF CONDITIONS

AND CREATE THE POTENTIAL FOR MORE  
RAPID ADVANCES. ANOTHER FACTOR OF HIGH INTEREST  
IS THE OPPORTUNITY TO MAKE AN IMPACT ON CHANGE  
FAR BEYOND THAT POSSIBLE IN WORK IN THE U.S. HE  
ALSO FINDS THE OPPORTUNITY TO ENGAGE IN A WIDE  
SPECTRUM OF DIVERSE WORK VERY ATTRACTIVE. HE  
BELIEVES THAT HIS MEDIUM TERM CAREER GOALS OF  
BROADENING HIS EXPERIENCE TO PROVIDE A SOLID FOUNDATION  
FOR WORK IN REGIONAL AND URBAN PLANNING CAN BE  
WELL SERVED BY WORKING IN AID. HE DISPLAYED LITTLE  
OR NO ATTRACTION TO THE "PERKS" OF FOREIGN SERVICE  
OR THE OPPORTUNITY FOR PLEASURE TRAVEL. HE FINDS  
THE CHALLENGE OF THE CONTENT OF THE WORK MOST

ATTRACTIVE BUT THE BURDENS OF THE AID BUREAUCRATIC  
SYSTEM AND PAPERWORK LESS DESIREABLE.

5. PERSONALITY TRAITS: CANDIDATE IS A WARM AND  
OPEN PERSON. HE IS MODERATE IN HIS DEMEANOR AND  
ACTIONS,

NEITHER LEADING NOR BEING LED IN HIS INTERVIEW.  
HE WAS PERSUASIVE IN EXPRESSING HIS VIEWS BUT  
NOT INTENSE. HE IS A VERY RELAXED YOUNG MAN WHO  
TAKES HIS WORK VERY SERIOUSLY. HE HAS A HIGH SENSITIVITY  
TO OTHER PEOPLE AND AVOIDS CREATING TENSION  
OLOR CONFRONTATION. HE HAS HIS OWN CONVICTIONS BUT  
MAY NOT BE FORCEFUL WHEN HIS IDEAS ARE IN CONFLICT  
WITH AGGRESSIVE AUTHORITY. HE PREFERS TO FIND  
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HUMOR IN REAL LIFE SITUATIONS AND CAN CHUCKLE AT  
HIS OWN MISTAKES. HE HAS A TENDENCY TO PREFER TO  
WORK ON HIS OWN BUT HAS WORKED WELL IN TEAM SITUATIONS.

6. APPARENT STRENGTHS: CANDIDATE HAS A STRONG  
INTEREST IN LEARNING ABOUT DIFFERENT CULTURES,  
VALUE SYSTEMS, ETC. HE IS MOTIVATED BY THE DESIRE  
TO HELP PEOPLE. HE IS ACTION-ORIENTED AND MAINTAINS  
CLOSE PERSONAL CONTACT WITH PROJECT PARTICIPANTS AND  
COUNTERPARTS. HE STRONGLY IDENTIFIES WITH AID AND

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ACTION AID-07

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-----057970 101624Z /13/45

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ITS PROGRAMS. HE IS A SYSTEMATIC THINKER AND GOOD CONCEPTUALIST BUT PREFERS TO DEAL WITH PRACTICAL PROBLEMS RATHER THAN THEORETICAL ONES. HE VIEWS PROBLEMS IN TERMS OF SYSTEMS AND THEIR INTERACTIONS AND INTERRELATIONSHIPS.

7. APPARENT WEAKNESSES: CANDIDATE DOES NOT LIKE TO HAVE HIS TECHNICAL JUDGEMENTS CHALLENGED BY THOSE OUTSIDE HIS PROFESSIONAL FIELD. HE IS IMPATIENT WITH BUREAUCRATIC PROCEDURES AND PAPERWORK BUT RESIGNED TO THEIR NECESSITY. AS ALREADY INDICATED, HE MAY NOT STRONGLY CHALLENGE AUTHORITY TO GET HIS IDEAS ACCEPTED.

BY AND LARGE HIS WEAKNESSES ARE MINOR AND EXPECTED AT THIS EARLY STAGE OF HIS CAREER. NONE WOULD IN ANY WAY LIMIT HIS EFFECTIVENESS IN DEVELOPMENT WORK.

8. LIMITATIONS: THERE ARE NO LIMITATIONS THAT THE CANDIDATE EXPRESSED, NOR ANY OBSERVED BY THE INTERVIEWERS.

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9. TECHNICAL QUALIFICATIONS: CANDIDATE IS QUALIFIED IN MUNICIPAL PLANNING, ARCHITECTURAL DESIGN AND ENGINEERING, SUPERVISION OF PUBLIC WORKS PROJECTS AS WELL AS LOW COST HOUSING AND LOW COST WATER AND SEWER SYSTEMS.

10. EXPERIENCE: EXCEPT FOR PERIOD AWAITING PEACE CORPS ASSIGNMENT, CANDIDATE'S EXPERIENCE AFTER COLLEGE IS ENTIRELY RELEVANT TO AID PROGRAMS. ALMOST ALL OF HIS WORK HAS BEEN AND IS CURRENTLY IN AID-FINANCED PROJECTS IN HONDURAS.

11. EDUCATION: CANDIDATE'S DEGREE AND COURSE WORK IS DIRECTLY RELATED TO THE TYPE OF ENGINEERING WORK ASSOCIATED WITH AID PROJECTS. HE TOOK SEVERAL PRE-PARATORY COURSE FOR URBAN AND REGIONAL PLANNING AND HAD PLANNED TO CONTINUE STUDIES IN THIS AREA, BUT HIS PEACE CORPS ASSIGNMENT INTERRUPTED HIS GRADUATE STUDY PLANS.

12. APPARENT TECHNICAL STRENGTHS: CANDIDATE IS WELL QUALIFIED BY TRAINING AND EXPERIENCE IN DESIGN, ENGINEERING PROJECTS AND WATER SUPPLY SYSTEMS. HE HAS DISPLAYED A GOOD UNDERSTANDING AND CAPABILITY IN

MUNICIPAL PLANNING AND DESIGN.

13. APPARENT TECHNICAL WEAKNESSES: AS A FAIRLY RECENT ENGINEERING GRADUATE, OBVIOUSLY HE HAS NOT HAD THE DEPTH AND BREADTH OF EXPERIENCE EXPECTED OF A FULL PROFESSIONAL ENGINEER. HE WILL NEED ADDITIONAL TRAINING AT A LATER POINT IN HIS CAREER, PERHAPS IN TRANSPORTATION AND WATER RESOURCES DEVELOPMENT TO PROVIDE HIM WITH THE BREADTH OF CAPABILITIES TO PERFORM AT THE ENGINEERING DEVELOPMENT OFFICER  
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LEVEL REQUIRED BY AID. AS A CANDIDATE FOR URBAN AND REGIONAL DEVELOPMENT TRAINEE PERHAPS HE WOULD NEED MORE ON-THE-JOB TRAINING AND EXPERIENCE, SUPPORTED BY ADDITIONAL FORMAL TRAINING AT A LATER DATE. HIS PERSONAL INTEREST AND SELF-STUDY IN THIS FIELD CERTAINLY REINFORCES HIS POTENTIAL AS A CANDIDATE.

14. OVERALL RECOMMENDATION: CANDIDATE IS CONFIDENTLY ENDORSED.  
KNIGHT

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## Message Attributes

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